



Tecumseh Soccer Club Constitution

November 2013

Article 1: NAME

The name of this Club shall be the Tecumseh Soccer Club, hereinafter referred to as the Club. The headquarters of the Club shall be located within the District Boundaries of the Essex County Soccer Association, hereinafter referred to as the District Association.

The Tecumseh Soccer Club is a non-profit organisation in the Province of Ontario, Canada. The club was incorporated on 7th February, 1992, incorporation # 965204.

Article 2: MISSION, VISION AND VALUES

Mission: The TSC is committed to lead the development, promotion and administration of the game of soccer while providing quality service, communication and education to our members.

Vision: To be a highly recognised and respected soccer club in our town, district and province which develops our members to the best of their ability while exhibiting sporting values and integrity and maintaining community identity.

Values: The Values of the Tecumseh Soccer Club are to ensure or to foster:

- Safety, health and wellness
- Sense of family and community
- Development over results
- Respect for all our members
- Effective communication

Article 3: AFFILIATIONS

The Club shall be a Member of the Essex County Soccer Association and shall follow the published rules of the District Association and The Ontario Soccer Association, hereinafter referred to as The OSA. The Club is subject to the published rules in declining order of authority of the following governing organisations to which it is affiliated:

- The OSA;
- The District Association; and
- The Club.

Article 4: MEMBERSHIP

There are three classes of Member, namely, regular Member, Honourary Member and life Member.

Regular Member

A regular Member is either: a registered player, registered Club Coach, a registered game official and a registered Club Administrator. Although an individual may qualify for, and be registered under, more than one of the above categories, each individual holds only one Membership in the Club, and is entitled to one vote at Members' meetings.

A player shall become a regular Member when approved by the Club's Registrar.

Upon application, a coach shall become a regular Member upon acceptance by the directors of the Club. A coach is an individual who is registered with The OSA to teach, instruct, train and guide players to play the game of soccer.

Upon application, a game official shall become a regular Member upon acceptance by the directors of the Club. A game official is an individual who is registered with The OSA to officiate soccer games.

An administrator shall become a regular Member upon election or appointment by the directors of the Club. An administrator is an individual who is registered with The OSA to be responsible for one or more of the functions required to operate a Club. For purposes of this definition, a team manager and a Director shall be classified as an administrator.

Honourary Member

The Board of Directors may designate an individual as an Honourary Member for a specific period of time. An Honourary Member is afforded all rights of Membership, including the right to attend and speak at Members' meetings, but is not entitled to vote.

Life Member

The Board of Directors may designate an individual as a life Member. A life Member is afforded all rights of Membership, including the right to attend and speak at Members' meetings, but is not entitled to vote.

Fees

Membership fees for regular Members shall be set annually by the Board of Directors and ratified or amended by the Membership at a general meeting of the Club.

Discipline of Member

A Member may be fined, censured, suspended or expelled from Membership for cause and only after charges have been laid in accordance with the Club's published rules and a hearing held in accordance with the Club's and OSA's published rules. An individual whose Membership has been suspended loses all rights of Membership until the suspension has been terminated.

Player, team and team official discipline for game infractions is governed in accordance with the procedures published by The OSA. Any Member, who infringes the Articles or rules of the Club or brings the Club into disrepute, may be reprimanded, suspended or expelled from the Club after a hearing by the Board of Directors of the Club at which hearing the Member is entitled to attend.

Termination of Membership

Membership in the Club shall be deemed to have been terminated:

- if the Member submits a signed letter of resignation to the Club;
- if the Member is expelled by the Club's Board of Directors; and
- if the Member is no longer registered with the Club.

Article 5: BOARD OF DIRECTORS

The Club shall be governed by a Board of Directors which shall consist of at eight individuals, or such number not to be less than three, as may be amended from time to time in accordance with the Club's By-Laws. These individuals shall hold the positions of:

President - Vice-President - Secretary – Treasurer - Registrar -
Fund Raising Chairperson – Equipment Manager - Bingo Chairperson - Any other
Director positions specified by the Club

A Director may hold more than one position.

A Director shall be 18 years of age or older, shall not be an undischarged bankrupt and shall be a Regular Member of the Club.

A Director shall serve for a term of two years or until his or her successor is elected or appointed.

After an initial Board of Directors has been appointed, the positions of President, Vice-President, Treasurer, Bingo Chairperson, and Fund Raising Chairperson, shall be elected in even numbered years while the positions of Secretary, Equipment Manager, Registrar, shall be elected in odd numbered years.

Director Vacancy

A Director has the right to resign her or his position by submitting a signed letter of resignation to the Club.

A vacancy on the Board of Directors and their respective position(s) held, caused by death, or resignation which has been accepted by the Board of Directors, shall be filled by a majority vote of the Board of Directors. The successor Director shall hold his or her incumbent's position(s) for the remainder of the term being filled.

Removal of Director

No Member of the Board of Directors shall be removed for arbitrary reasons but may be removed if:

- the Director is unable to perform the duties expected of the position due to, but not limited to, any of the following reasons:
 - if she/he becomes incapable of performing the business of the Club in a satisfactory manner;
 - if she/he is absent from two or more meetings of the Board without satisfactory reason;
 - if she/he no longer resides in reasonable proximity to the Club; or
 - if she/he becomes, or is discovered to be, an undischarged bankrupt.
- or the Director has compromised the integrity of the Club due to, but not limited to, any of the following reasons:
 - if she/he has been found guilty of an offence under the Harassment Policy of The OSA;
 - if she/he has been found guilty of an offence involving violence under the Discipline Policy of The OSA;
 - if she/he has failed to properly account for monies or other property belonging to the Club; or
 - if she/he has been found guilty of a criminal offence regardless of whether or not the offence directly affected the Club.

A Member of the Board of Directors holding his or her respective position(s), as Director or other position(s) may be removed from office by the Board of Directors for good and sufficient cause by a 2/3's vote of the Board of Directors presented provided notice to remove the Director has been given to all Directors of the Club.

If a Director is removed by the Board of Directors, the Board of Directors may appoint a successor to the position(s) for the remainder of the term(s) being filled.

A Member of the Board of Directors may also be removed from office for good and sufficient cause at a meeting of the Members of the Club provided notice to remove the Director has been given to persons entitled to attend the Members' meeting. If a Director is removed at a Members' meeting, the Members entitled to

vote may elect a successor to fill all position(s) held by the removed Director for the remainder of the term(s) being filled.

Conflict of Interest and Standards of Conduct

The Directors shall be subject to the Conflict of Interest Policy in the OSA's published rules.

Duties of Board of Directors

The Board of Directors shall conduct the business of the Club during the periods between Annual General Membership (AGM) meeting of the Club and in accordance with the authority granted to it in the published rules of the Club.

The Board of Directors shall be responsible for the appointment and renewal of Appointments of all positions within the Club except for those positions elected by the Membership of the Club. This shall include the appointment of volunteer and paid positions for coach and administrator positions within the Club's operations. The selection process and the appointments shall be based on procedures outlined in the Club's published rules.

The Board of Directors may also revoke, for cause, any appointment providing that it has followed the procedures for the revoking an appointment as outlined in the Club's published rules.

Duties of Directors

President: Except: as provided for in the Dispute Resolution Policy of the OSA, and where the President delegates the responsibility to another person,

The President shall:

- Preside at all executive meetings, special general meetings and annual general meetings of the club;
- Act as spokesperson for the club unless he/she delegates that responsibility to another officer of the Club;
- Prepare a report for presentation at the A.G.M. of the club; and
- Appoint committees where necessary, allocate duties to officers.

The Vice President shall:

- Oversee the administrative operations of the Club; and
- Fulfil the responsibilities of the President during his/her absence.

The Secretary shall:

- The Secretary shall maintain a record of all minutes of the Club;

- Maintain copies of all committee reports;
- Notify officers and committee Members of their election or appointment;
- Furnish committees with those documents required to perform their duties;
- Sign all certified copies of acts of the Club (unless otherwise specified in the Club's published rules);
- Maintain record books in which bylaws, published rules and minutes are entered and have the current record books available at each meeting;
- Send to the Membership a notice of each general meeting and send to the Board of Directors notices of each meeting;
- Conduct the general correspondence of the Club that is not the proper function of another office or committee;
- Prepare, prior to each meeting in consultation with the presiding officer an order of business; and
- In the absence of the president and vice-president, preside until the immediate election or appointment of a new presiding officer.

The Treasurer shall:

- Ensure that full and accurate records are kept of the accounts of the Club;
- Report to the Board of Directors at least once per quarter; and
- Shall submit an Annual Report to the Annual General Meeting.

The Registrar shall:

- Register all players, coaches and other officials within the Club; and
- Liaise with the District Association registrar to ensure proper registration of players and teams in accordance with the rules of the District Association.

The Fund Raising Chairperson shall:

- Organise special events;
- Send letters to businesses, social clubs and governments, for sponsorship/grants to be distributed to the teams, with the approval of the Board of Directors; and
- Recognise sponsors and/or other contributors.

Equipment Manager shall:

- Oversee the acquisition, management and inventory of equipment, uniforms and other items required to operate the Club.

The Facilities Manager shall:

- Assign field for games and co-ordinate the maintenance of the fields; and
- Acquire the required outdoor and indoor facilities when required.

The Bingo Chairperson shall:

- Deposit all bingo money in the name of the Club and to the credit of the Club in the bingo account;
- Keep full and accurate records of all bingo revenue and expenditures in books belonging to the TSC bingo account;
- Be custodian of the deposit and receipt books and be required to present such books, properly balanced, at all meetings of the Club;
- Present an annual report at all annual general meetings of the Club; and
- Produce and submit all necessary paperwork to government authorities.

Nominations and Elections

Nominations for positions on the Board of Directors may be made by any Member at the annual general meeting or at a Special General Meeting called for that purpose. Nominations and elections for positions open shall be held in the order of the positions listed in the Constitution.

Election shall be by secret ballot, but in the event only one candidate is nominated, no vote is required and the nominated candidate shall be declared elected by acclamation.

A majority of the votes cast shall be required to elect Directors. In the event no candidate receives a majority, the candidate with the least votes shall be dropped from the ballot and another vote shall be held.

Article 6: MEETINGS

General Meetings:

An official notice of each meeting shall be given to all Members at least 14 days before the meeting is to be held, at such place, and at such date as the Board of Directors may determine. Such notification shall be by regular mail, e-mail, fax, website notice and any other method determined by the Members Twenty five voting Members or 25% of the voting Membership, whichever is less, shall form a quorum at all general meetings of the Club.

Any question shall be decided by a majority of the votes unless otherwise required by this By-Law or other law.

Annual General Meeting:

The Club shall hold its Annual General Meeting not later than January 31 of the following year. The agenda of the Annual General meeting shall include:

- Roll Call
- Credentials Report

- Minutes of Previous Annual General Meeting
- President's Address
- Officers' Reports
- Treasurer's Report
- Auditor's Report
- Appointment of Auditors
- Other Reports
- Unfinished Business
- Amendments to the By-Laws
- Roll Call
- Election of Officers and Directors
- Any Other Business
- Adjournment

Special General Meeting:

A Special General Meeting of the Club may be called by the Board of Directors, or shall be called by the Board of Directors upon receipt of a written request submitted to the Club by registered mail, certified mail, trace mail, courier service, hand delivery, fax or e-mail, signed by not less than 25 Members or 25% of the voting Membership, whichever is less, setting out the items of business to be conducted at the Special General Meeting.

The Special General Meeting shall be held within 30 days of receipt of the written request from the Members. Only the business set out in the notice of the Special General Meeting shall be considered.

Voting at General Meeting:

Every regular Member aged 16 and over shall have the right to attend, speak and cast one vote at Members' meeting of the Club.

Every regular Member under the age of 16 shall have the right to attend and speak at Members' meetings, but any vote must be cast by a parent or guardian who shall also have the right to attend and speak on behalf of that Member at Members' meetings.

Proxy Voting at General Meeting:

Every regular Member, or parent or guardian of a regular Member under the age of 16, entitled to vote at a meeting of Members may by means of a proxy appoint a person, who need not be a Member, as the Member's nominee to attend and act at the meeting in the manner, to the extent and with the power conferred by the proxy. An individual may only hold one proxy. The format for the proxy, and the issue, or issues, for which the proxy may be cast are as defined in the Rules and Regulations.

Board of Directors Meeting:

The Board of Directors shall meet at least 4 times per year, upon 14 days' notice given by the President and Secretary, at such place and time as the Board of Directors may determine. A majority of the Members of the Board of Directors shall form a quorum at all meetings of the Board. Questions arising at any meeting shall be decided by a majority of votes where each director is entitled to cast one vote.

Article 7: COMMITTEES

The Membership at any general meeting, or the Board of Directors at any meeting of the Board, may establish a standing committee or special committee to carry out specific business or programs of the Club.

Article 8: PROCEDURES GOVERNING MEETINGS

All meetings of the Club shall be conducted in accordance with the most recently published Robert's Rules of Order Newly Revised except as may be otherwise stipulated in this By-Law or other Rules and Regulations of the Club.

Article 9: BY-LAWS AND AMENDMENTS

By-Law amendments may be proposed by the Board of Directors, or submitted by any Member to the Club under the following rules:

- Amendments to the constitution may only be made at the annual general meeting;
- All proposed amendments to the Constitution must be forwarded to the Secretary in writing no later than 31 days prior to the Annual General Meeting; and
- Amendments to the constitution shall require a majority of two thirds of the Votes cast and shall take effect immediately. All Members entitled to vote shall be notified with the Club's notice of the said Members' meeting about By-Law amendments. Such notification shall be by regular mail, e-mail, fax, website notice and any other method determined by the Members

Article 10: SUB COMMITTEES

There shall be from time to time a need to established sub committees, which shall be appointed by the Board of Directors, to hold office at the pleasure of the Board of Directors and shall have such duties and responsibilities as the Board of Directors may determine.

Within thirty (30) days following each A.G.M., the Board of Directors shall meet to consider formation of at least the following sub committees:

- i. Discipline committee.
- ii. Fields and facilities.
- iii. Coaches development and selection.
- iv. Referees development and coordinator.
- v. Marketing.
- vi. Internet advisory group.

Article 11: RULES AND REGULATIONS

The Club shall have Rules and Regulations which shall include, but is not limited to, the following:

- For discipline of a Member - summary of charges regarding misconduct;
- For discipline of a Member - procedures for discipline hearing;
- For duties of Board of Directors - authority granted to Board regarding the business being conducted;
- For duties of Board of Directors - selection process and appointment process for the appointment and renewal of appointments to the League's paid and volunteer positions;
- For duties of Board of Directors - process for revoking appointments; and
- For voting at General Meeting - format for the proxy, and the issue or issues, for which the proxy may be cast The Board of Directors may approve and publish Rules and Regulations which are not inconsistent with this By-Law and are not inconsistent with the Rules and Regulations of a higher level governing organisation.

Amendments to the Rules and Regulations may be made by a majority vote of the Board of Directors or the Members at a General Meeting.

Article 12: INDEMNITY

Members of the Board of Directors or other servants to the Club, their heirs, executors, administrators and estate and effects respectively shall be indemnified and saved harmless at all times by the Club against all costs, losses and expenses incurred by them respectively in or about the discharge of their respective duties, except such as happens from their own respective wilful neglect or default.

Article 13: FINANCE

The accounts of the Club shall:

- be audited annually by a Chartered Accountant if the annual Gross Revenue is greater than \$30,000;

- be reviewed annually through a Financial Review Engagement completed by a Certified General Accountant, Certified Management Accountant or Certified Accountant, if the Annual Gross Revenue is \$30,000 or less; or
- with the consent of all its Members, be exempt from any audit or Financial Review Engagement if the Annual Gross Revenue is less than \$10,000
- The audit or the Financial Review Engagement statement shall be presented to the Annual General Meeting for adoption.

At the Annual General Meeting of the Club, a chartered accountant firm shall be appointed to perform the audit or the Financial Review Engagement.

The fiscal year of the Club shall end on 31st of October of each year, unless otherwise ordered by the Board of Directors.

All dispensing of Club's funds is to further youth soccer in Tecumseh and within the District. All other expenditures outside this principle require a majority vote of the TSC Board of Directors.

Article 14: DISPUTE RESOLUTION

The Club shall adhere to the Dispute Resolution process as published and approved by The OSA from time to time.

Any Member of the Club may initiate the Dispute Resolution process by communicating in writing to The OSA, with a copy to the Club and District Association, the nature and facts of the dispute. The OSA, at its discretion, may proceed with the Dispute Resolution process by assigning one or more neutral persons to the dispute.

The Dispute Resolution process shall not to be used for game discipline which follows the normal discipline and appeals process. The Club shall make available to any Member the Dispute Resolution process when requested.

Article 15: HARASSMENT

The Club shall adhere to the Harassment Policy as published and approved by The OSA from time to time. The Harassment Policy shall apply to all employees, directors, officers, volunteers, coaches, game officials, administrators, players, Members and registrants of the Club.

Harassment is defined as any comment, conduct, or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. It includes, but is not limited to, sexual harassment.

The Club shall make available to any Member the Harassment Policy when requested.

Article 16: APPEALS

- Any Member or registrant of the Club directly affected by a decision of the Club may appeal such decision. The denial or termination of Membership in the Club may be appealed by a non-Member.
- A decision of the Club may be appealed to the District Association with which the Club is affiliated. The appeal shall be conducted in accordance with The OSA's and District Association's published rules.
- An individual shall not appeal a decision made by the Board of Directors regarding the appointment, non-appointment, re-appointment or revocation of an appointment of an individual to any coach or administrator position within the Club's operations, except where the selection, appointment process outlined in the Club's published rules has not been followed.
- An individual shall not appeal a decision made by the Club regarding a player's team assignment.

Article 17: DISSOLUTION

In the event of dissolution of the Club, and after payment of all debts and liabilities, its remaining property shall be distributed or disposed of by the Board of Directors to one or more not-for-profit soccer related organisations, or any not-for-profit athletic community organisations, which operate solely in Ontario.

Article 18: DEFINITIONS/TERMINOLOGY

Terminology used in this By-Law shall have the same meaning as used by The OSA in its letters patent, By-Laws and published rules.